

**BONNEVILLE POWER ADMINISTRATION
JOB STANDARD FOR
LINEMAN APPRENTICE BB 2810 61**

June 2002

I. JOB CHARACTERISTICS

A. General Statement

The Lineman Apprentice works under the direct supervision of a Journeyman Lineman or Lineman Foreman. As an apprentice the incumbent performs a variety of tasks designed to provide experience which will enhance the apprentice's technical understanding and skill in the use of the tools and equipment of the trade. Work is performed in compliance with government regulations, BPA safety rules, and the BPA-CPTC Collective Agreement.

The Lineman Apprenticeship program is a formal 4-year program consisting of steps of 6 months each. The apprentice must pass an examination following each 6-month step to remain in this program. Apprentices will be promoted to journeyman after successfully passing the eighth step examination and be assigned to vacant journeyman positions as they occur, in accordance with the personnel placement plan in effect at that time.

In addition to satisfactorily completing the on-the-job training portion of the program, apprentices are required to participate in a 3-year program administered or approved by the Joint Apprentice and Training Committee, Northwest Line Construction Industry. Classes are held in Eugene, Pasco, Vancouver, Seattle and Spokane. Generally, two 8-hour sessions are held each month on Saturday from September through May. The apprentices attend these classes on their own time. Travel is required to those training locations from apprentice's home base. A passing grade of 70% is required and failure to perform satisfactorily in this phase of training may be cause for removal from the program.

The Apprentice can expect to be in a travel status outside of his assigned headquarters district, approximately 50% of the time, since assignments of up to 3 months away from the headquarters will be required to complete some of the work processes.

B. Tasks

The Lineman Apprentice, under direct supervision, is trained to maintain and construct high voltage lines throughout the Northwest. Apprentices are trained to perform this work on wood pole and steel tower lines through 500 kV a.c. and 1000 kV d.c.

The apprentice is expected to gain knowledge of the various work processes with progressively difficult assignments throughout their apprenticeship.

A detail discription of the work processes is located in the Lineman Apprentice Standard.

C. Working Conditions

The Lineman Apprentice works outdoors in all kinds of weather conditions and may work for long periods in cold, wet, or icy weather, and high winds. Work is often performed on steel or wooden structures at considerable heights and on or near energized conductors or equipment. The employee often works in awkward positions, supported only by a safety belt, or a safety belt and climbers. In other instances, the Lineman Apprentice may work on precipitous slopes and rugged or brushy terrain. When repairing conductors, the employee may ride in a aerial cart on the conductor, high above the ground. Frequently, work must be performed at night or under strict time limitations. The Lineman Apprentice may climb to heights in excess of 100 feet many times a day. The employee may walk long distances over rugged terrain and work in locations inaccessible to mobile equipment. The Lineman Apprentice frequently uses hand tools, such as axes and hot sticks or power tools such as chain saws, for extended periods of time. The work environment will occasionally include high noise levels and/or exposure to hazardous substances (i.e., solvents, PCB's, chemicals, etc.) that could, if precautions are not followed, pose a health risk. Approved respiratory and safety equipment shall be worn when hazardous substances are being handled. Emergencies, critical system conditions, or outage limitations may require that work be done at night and/or under time restraints. System priorities may require extended periods of overtime including working weekends.

The total costs of tuition, books, and related materials will be paid by BPA. Where an employee must travel over 70 miles round trip to a related training site, BPA will pay for the miles in excess of 70 miles. The time spent traveling to the training site and returning from the training site is the employee's responsibility and is not paid for by BPA.

D. Special Conditions of Employment

Persons filling Lineman Apprentice positions will be required to meet some or all of the following conditions:

1. Satisfactory completion of each step and associated related training is mandatory for advancement to the next step. Failure of any two step examinations will result in removal from the apprenticeship program.

2. Live within the local commuting area (within one hour travel time) of transmission line maintenance headquarters. The local commuting area is established on the basis of transmission system reliability requirements.
3. Extended periods of travel may be required.
4. If exposed to health hazards, have periodic physical examinations as prescribed by competent medical authority at BPA expense. (Employees will work in close proximity to substances such as solvents, PCB's, chemicals, etc., which may have effects on health unless prescribed handling procedures are followed.)
5. Become familiar with and follow the safety practices of the BPA Accident Prevention Manual.
6. Take First Aid Training to obtain a valid First Aid Card within the first 6 months of employment and maintain continuously thereafter.
7. Possess or obtain a CPR Card within the first 6 months of employment and maintain continuously thereafter.
8. Possess or obtain a Restricted Electrical Workers' permit within the first 2 weeks of employment.
9. Possess valid commercial driver's license (CDL) with all endorsements that are required to operate TLM equipment from state of residence. Possess a U.S. Motor Vehicle Operator Authorization or obtain within 30 days after appointment. Traffic citations indicating poor driving habits may disqualify applicants.
10. Subject to call for emergency work at any time.
11. Obtain certification on the equipment associated with line maintenance if assigned to use or operate.
12. Operate motor vehicles and equipment normally used in line maintenance and construction.
13. Obtain certification as a flag person.
14. As part of the job requirements, the Lineman Apprentice shall be required to apply restricted use pesticides, and, at the discretion of the Regional Manager, may be required to obtain a pesticide applicators' permit. The Administration shall provide the necessary training for such a permit.

15. Occasionally, fly in helicopter or fixed wing aircraft in the performance of assigned duties.
16. During the eight step of the Apprenticeship Program the Standard Clearance Certification Examination for Lineman will be administered to the Apprentice. Satisfactory completion of this examination is a mandatory requirement for graduation to the journeyman level.
17. Apprentices may be selected for and relocated to their first assigned duty station in step 8.

E. Responsibilities

The work is performed under the direct supervision of a Lineman or Lineman Foreman who outlines the assignments and objectives, and discusses the work. The work is closely reviewed for conformance to instructions, accuracy, completeness, and appropriateness of any actions taken. The apprentice works independently on all aspects of the work for which fully trained. When working near energized equipment supervision will be direct and detailed. The Lineman Apprentice is responsible for good work practices, learning the step and related training material, and for completion of tasks in a manner which will insure personal safety, the safety of the crew, safety to others, and minimize equipment damage or failure and interruption of service. Lineman Apprentices are accountable for government owned and/or assigned personal property. They are also responsible for the proper care of tools, vehicles, and other work equipment that they use.

F. Working Relationships

Relationships outside the crew normally consist of contacts with members of other crafts and crews of the Administration. Occasionally, the Lineman Apprentice has contact with property owners, power dispatchers, and the public.

G. Work Processes and hours

<u>WORK PROCESSES</u>	<u>GOAL HOURS</u>
1. Safety and First Aid	180
2. Work Patrol	800
3. Right-of-Way Maintenance	800
4. Wood Structure Erecting and Maintenance	1000
5. Steel Structure Erection & Maintenance	1000
6. Conductor and Conductor Accessory Installation and Maintenance	1600
7. Distribution Line Work	200
8. Disconnect Switch Installation/Adjust/Maintenance	80
9. Substation Maintenance/Construction	80

10. Substation Operations & Dispatching	80
11. PSC/SPC	80
12. Technical Services	40
13. Miscellaneous	300
14. Apprentice Classroom Training – BPA	800
TOTAL HOURS	7040

II. MINIMUM QUALIFICATION STANDARDS/EVALUATION FACTORS

A. Knowledges, Skills and Abilities

Candidates will be evaluated on the basis of a written examination, experience, education, training, supervisory appraisal and/or potential on the following job elements to determine those who are minimally qualified and those who are best qualified.

1. **APTITUDE AND INTEREST TO LEARN TRADE THEORY.** (Failure to meet this requirement will result in an ineligible rating.)
2. Ability to follow directions.
3. **RELIABILITY AND DEPENDABILITY.** (Failure to meet this requirement will result in an ineligible rating.)
4. Dexterity and Safety.
5. Ability to work as a member of a crew.

B. Physical Requirements

Incumbents must be physically and mentally able to efficiently perform the duties of the position, with or without reasonable accommodation, without hazard to themselves or others. The duties involve strenuous effort such as climbing to considerable heights many times a day; walking long distances over rough terrain; prolonged standing, sitting, crouching. The work requires pushing, pulling, and positioning tools, equipment, and structural material weighing in excess of 100 pounds. Incumbents must be able to lift loads weighing up to 100 pounds. They must be able to distinguish clearances around machinery with moving parts. Must be able to work at heights in excess of 535 feet. Extensive driving over unimproved surfaces may be required. Work may be performed on smooth or uneven surfaces and will be performed under varying climatic conditions. Incumbents must be able to work with both arms overhead. They must be able to grip and hold lines and ropes with 75 to 90 pounds weight attached and be able to work with small components. They must be able to periodically wear a respirator. Incumbents must have good distance vision in at least one eye and have the

ability to read printed material the size of typewritten characters. They must have the ability to hear the conversational voice. Speech must be suitable for clear communication by telephone. Incumbents must be in good physical condition sufficient to safely perform the duties of the position.

III. CAREER PATHS AVAILABLE

Lineman
Aircraft Patrol Observer
Lineman Foreman I
Lineman Foreman II
Lineman Foreman III(T)
Lineman Foreman III

IV. COMPETITIVE LEVEL FOR REDUCTION IN FORCE

Lineman Apprentice

Division of Personnel Management